

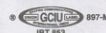


TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 52, Number 5



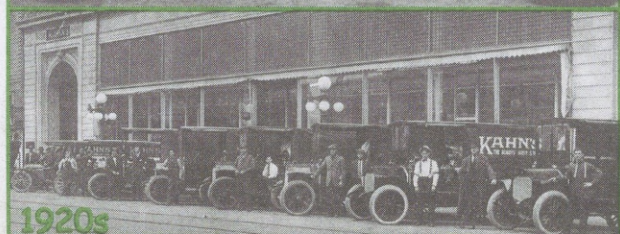
December 2007/January 2008

Joint Council 7 takes over City Hall for anniversary event

Celebrating a century of representing workers



1910s



1920s

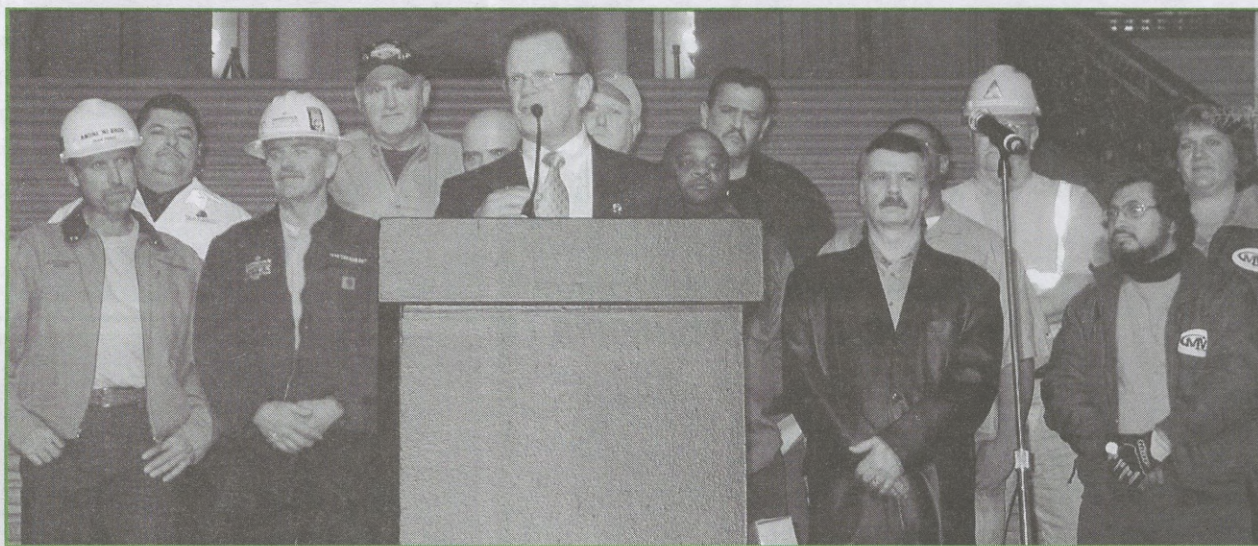


1950s



1982

From top: Early Teamster beer drivers; Local 70 department store drivers in Oakland; the 1953 UPS organizing drive; 1982 Labor Parade brings 70,000 workers to San Francisco.



Joint Council 7 President Chuck Mack is flanked by a group of rank and file Teamsters from several locals — “the reason we exist”—as he introduces the evening’s speakers.

JOINT COUNCIL 7 proudly celebrated its 100th Anniversary on November 16, 2007 with a reception at San Francisco’s City Hall. The event was attended by officers and rank-and-file Teamsters from across Northern California and nationally, as well as by California’s most important elected officials—including both U.S. Senator Dianne Feinstein and Barbara Boxer, Congressman Tom Lantos, Mayor Gavin Newsom and numerous state and county legislators. The Joint Council collected numerous proclamations, and November 16 was declared Teamster Day in San Francisco.

Clearly the Teamsters have come a long way since the days when Joint Council was founded 100 years ago. Back in 1907, Teamsters worked 12 to 18 hours a day, seven days a week, with wages ranging from \$4 to \$16 for the week. Today, Teamsters in the Bay Area earn the top wages and benefits in the nation for their industries.

Back in 1900, 35 teamsters came together to form Local 85 in San Francisco. Seven years later, the Ice Wagon Drivers Local 610 in Oakland; General Draying Local 70 in Oakland; Material Teamsters Local 577 in Oakland; Milk Wagon Drivers Local 298 in Oakland; Material Teamsters, Local 420 in Richmond; and General Draying Local 287 in San Jose would join together under the leadership of Mike Casey to form Joint Council 7. Local 85 joined the Joint Council in 1910, and by 1912 the Council represented 13 local unions.

While the Teamsters union has been one of America’s strongest and most militant unions, Joint Council 7, like all unions around the country, weathered tough times through violent opposition to union organizing drives, two world wars, the Great

Depression, and a changed economy due to globalization and anti-union legislation.

However, today, Joint Council 7 represents more than 70,000 active and retired Teamsters and their families from 15 local unions. The Joint Council provides valuable services including:

- negotiating contracts for multiple local unions;
- advocacy to build political power for candidates and issues critical for Teamster jobs and families;
- strategic organizing training;
- legal support for your local union;
- the Teamsters Assistance Program to provide counseling for alcohol and drug problems and training for union reps and employers;
- help for workers to learn English, become citizens and vote;
- training for members to upgrade their skills;
- communication to members through this newspaper and the website;
- and All Charities Teamsters, a fund that supports members after natural disasters and personal tragedies.

“We’re adapting to change; we’re developing our political relationships and political power,” said President Chuck Mack at the anniversary celebration. “We look forward to the next 100 years, working with friends and associates to build the labor movement and build the American dream.”

Important notice to Participants and Beneficiaries of the Teamsters Life With Dues Benefit Plan (Trust Fund)

Important information about your rights under the Plan, and under the Employee Retirement Income Security Act, is included in this newspaper. This information should be read by you and retained for future reference.

From the officers and staff of
Teamsters Joint Council 7 and its affiliated locals

Happy Holidays!
¡Felices Fiestas! 节日快乐

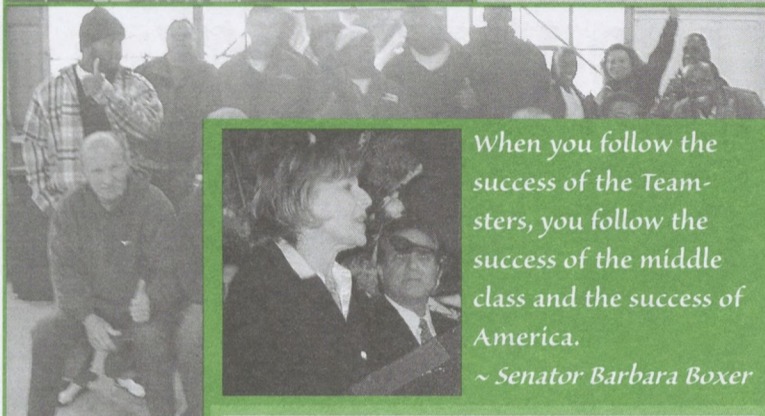


HAPPY BIRTHDAY JOINT COUNCIL 7



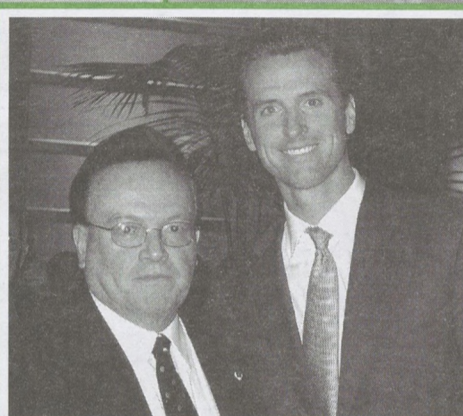
Often, during strikes, the Teamsters came in to help mediate. I came to have a great appreciation for the Teamsters as a constructive force.

~ Senator Dianne Feinstein



When you follow the success of the Teamsters, you follow the success of the middle class and the success of America.

~ Senator Barbara Boxer



All too often, we see folks focusing on their differences. Here, we are focusing on what unites us. In that spirit, I congratulate you on this extraordinary milestone. And I recognize November 16 as Teamster Day in San Francisco.

~ S.F. Mayor Gavin Newsom (R) with Joint Council 7 Secretary-Treasurer Robert Morales.



Joint Council 7 Presidents



Michael Casey
1907-1937



John P. McLaughlin
1937-1950



Joseph J. Diviny
1950-1973



Jack Goldberger
1973-1981



Rudy Tham
1981-1982

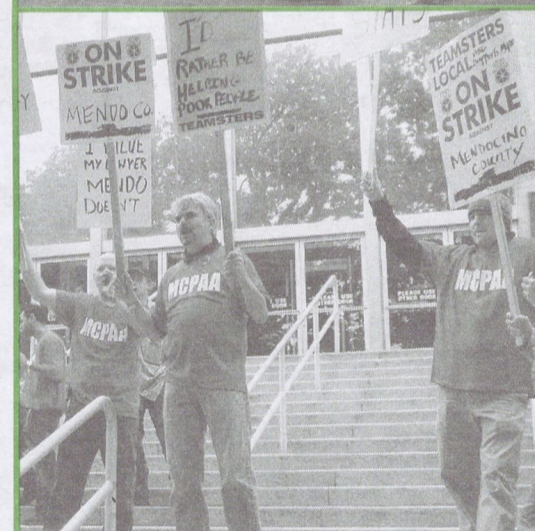
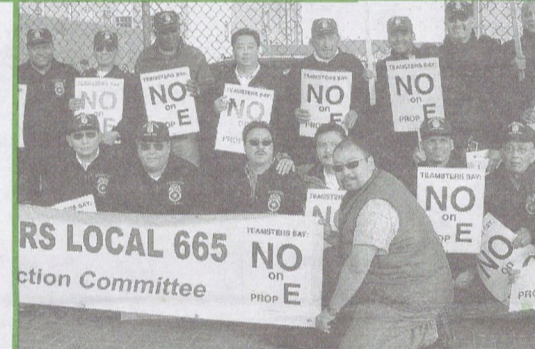


Chuck Mack
1982 -



Whereas, for its distinguished record of service to working men and women and their families and its immeasurable contributions to the advancement of the union labor movement in the San Francisco Bay Area for the past 100 years, Teamsters Joint Council 7 is deserving of special public recognition and the highest commendations...

~ From California Assembly Reslution, presented to President Chuck Mack by Assembly Members Ira Ruskin, Mary Hayashi and Mark Leno



On behalf of the Bay Area congressional delegation, we pay tribute to the men and women who built this country—the Teamsters and the American labor movement.

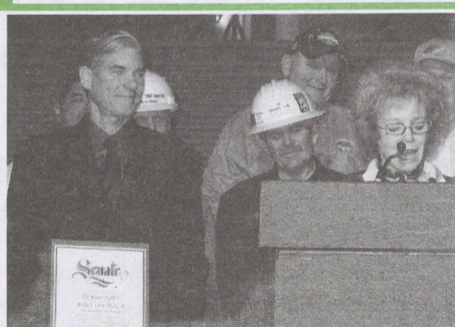
~ Congressman Tom Lantos

The Teamsters will lead us forward brilliantly over the next 100 years. Thank you for your valiant, visionary, rock-solid leadership.

~ State Senator Tom Torlakson

We salute you for your longevity and your agility. You are no-nonsense men and women.

~ State Senator Carole Migden



USPS 395-880 • ISSN 0468-690X

The Northern California Teamster is published 5 times per year (February, May, August, October, December) by: Teamsters' Joint Council No. 7
250 Executive Park Blvd., Suite 3100
San Francisco, CA 94134; 415-467-2552
Periodicals Postage Paid at the San Francisco, CA and at additional mailing offices.

POSTMASTER: Please send address changes to:
Northern California Teamster
250 Executive Park Blvd., Suite 3100
San Francisco, CA 94134-3306

When sending in address changes, please include your Local number.





2008 ELECTIONS

California's Presidential Primary moved up to February 5, 2008

Unless you live in Iowa or New Hampshire where you've been bombarded with candidates and commercials for months, you're the rare political activist if you're actually paying attention to the debates. And yet, because California, with its 55 electoral votes, wanted a say in the primary process, our February 5 primary election is just around the corner. Are you ready to place your vote?

You'll likely make your decision based on numerous issues—from how you think the candidate will handle the economy and foreign policy, to "social issues," to personality and trust. We

can't address all of those issues here; we don't even have room to list all the candidates. But we have pulled out some issues important to unions and union members.

If you're interested in checking which candidate's positions match yours most closely, take the "test" at: www.selectsmart.com/president/2008.html

Please note: the ballot will also include three propositions. At presstime, the Teamsters have not yet made their endorsements. Please check the Joint Council 7 website for Teamster recommendations before you vote!

Key Labor Issues

Democrats

	Supports Employee Free Choice Act	Opposes privatizing social security	Supports increasing minimum wage	Opposes unrestricted free trade	US Chamber of Commerce rating	AFL-CIO rating
Hillary Clinton	+	+	+	+/-	35%	ni
John Edwards	+	+	+	+	15%	100%
Dennis Kucinich	+	+	+	+	30%	93%
Barack Obama	+	+	+	+/-	39%	92%
Bill Richardson	+	+	+	-	ni	ni

Republicans

	Supports Employee Free Choice Act	Opposes privatizing social security	Supports increasing minimum wage	Opposes unrestricted free trade	US Chamber of Commerce rating	AFL-CIO rating
Rudy Giuliani	-	-	-	-	ni	ni
Mike Huckabee	ni	ni	+	+	ni	ni
John McCain	-	-	+/-	-	72%	14%
Mitt Romney	-	-	-	-	ni	ni
Fred Thompson	-	-	-	-	ni	ni

Here's the key to our presidential candidate's chart:

- +** the candidate supports labor's position on the issue
- the candidate opposes labor's position
- +/-** indicates a mixed record
- ni** either there's no information or the candidate has not taken a stand or voted on the issue.

President's Report



by
Chuck Mack

Celebrating 100 years brings accolades and rededication

Teamsters Joint Council 7 celebrated its 100th anniversary last month. It was a festive occasion held at City Hall in San Francisco and attended by rank and file members, officers of affiliated unions, retirees, members of the community and political leaders.

A good time was had by all.

The myriad of resolutions and commendations and the words of support from U.S. Senator Barbara Boxer, Dianne Feinstein and Congressman Tom Lantos were a tribute to the Joint Council, but even more a recognition of the hard work and leadership from our affiliated locals and their members.

Speaking of Congressman Lantos, it was de ja vu—reminiscent of the congressional hearing he held at City Hall in the early nineties to support Teamsters working for Safeway. You might recall, the company planned to close their Bay Area warehouse, relocate to Tracy and dump their Teamster workforce. Lantos subpoenaed Peter McGowan, now of the San Francisco Giants, then Safeway CEO, and put him on the spot. It worked. The company signed a contract and took everyone that wanted to go. A great win for the Teamsters and all labor.

We were also honored by State Senator Carole Migden and Tom Torlakson, Assembly members Mary Hayashi, Mark Leno and Ira Ruskin. Aaron Peskin, President of the San Francisco Board of Supervisors with colleagues Gerardo Sandoval and Ross

Mirkarimi presented a resolution as did Scott Haggerty, President of the Alameda County Board of Supervisors.

We appreciate too, the kind and generous words from Art Pulaski, who heads the California State Labor Federation, AFL-CIO.

A lot of important people were there but none more important than the rank and file members who were "on stage" with us.

A lot of important people were there but none more important than the rank and file members who were "on stage" with us. As always they had our back, but more than that they showed the face of Teamsters today—the racial, ethnic, gender and occupational diversity that makes up our union. And

man, they were strong, too! They stood up with us for close to two hours.

There have been a lot of changes over the last one hundred years but there are also some constants. We are as dedicated to organizing new members today as we were in 1907. And, we're as dedicated to negotiating the best contracts we can for members and their families and enforcing those agreements to insure members have due process, dignity and respect in the workplace, just like back then.

We look to the future with enthusiasm. The opportunities are immense. If we do it right and have member support we can grow our union, help rebuild the middle class and maybe, just maybe, give every worker an opportunity to realize the American dream.

Happy One Hundred, Joint Council 7 Teamsters!



The 100th Anniversary Celebration program was opened by dragon dancers and closed with music by the Rex Allen America Swings Again band.



Here are some of the rank-and-filers who helped take over San Francisco City Hall for the 100th Anniversary celebration. This group came from Locals 70, 853 and 896.



Local 78

Seventy-three Local 78 members who work at TGCAS in Hayward will split \$50,000 from a settlement to a grievance over how their seniority was determined.

The grievance centered on the seniority dates for members hired from a temporary employment agency. Historically, the company had based their seniority date as the first date of employment as a temp. However, when the company ended this practice in early 2004, the union filed a grievance.



A group of the TGCAS employees proudly hold up their settlement checks.

"This is a good settlement as it both compensates our members directly af-

Members share \$50K grievance settlement

treated fairly and will be protected by the collective bargaining agreement," Mack added.

The monetary settlement is intended to compensate the members for wage increases not enjoyed because of the incorrect seniority date. Additionally, members will have their seniority date adjusted and will be given additional sick days and vacation time. Dan Costa, Administrator of Teamsters Managed Trust was instrumental in the resolution of this difficult case.

TGCAS employs approximately 220 members of Teamsters Local 78 who produce the window and door moldings for cars produced at NUMMI in Fremont.

Victory at Horizon marks vote of confidence

Teamsters Local 78 members at Horizon Beverage in Oakland scored a decisive victory when they fought off a company-sponsored decertification effort in November. More than 98% of the 131 drivers, warehousemen, merchandisers and salespersons participated in the vote; they overwhelmingly rejected the company's propaganda and voted to remain Teamsters.

"These members understand the value of their union and stood together in spite of the company's empty promises," said Secretary-Treasurer Steve Mack. "The company even promised some employees huge raises for a 'no' vote in the final days of the campaign. Nevertheless, the members remained united in their support for the union," Mack added.

Although promises of raises for a 'no' vote is a clear violation of labor law, the union decided not to file charges with the Labor Board since

the vote was favorable. "Instead, we intend to take this unity and focus on negotiating the best contract in the beer industry," said Business Agent Dennis Hart.

The International Organizing department provided guidance and support in this effort, sending in organizers who led the campaign to defeat the company's efforts.

The decertification petition was filed by a member who retired shortly after filing the petition and is now working for Fed-Ex, a non-union company. "It's a sad commentary on U.S. labor law that a person could file a decertification petition and then retire and draw a Teamster pension. Fortunately, the members realized that this was nothing more than a blatant attempt by the company to prevent other workers from earning the same pension that the petitioner now enjoys," Mack added.

fect by the grievance and it protects the rights of future members," said Secretary-Treasurer Steve Mack. "This is also noteworthy because it addresses the growing practice of using temporary agency employees. At TGCAS, these employees will be

Local 350

Green Team workers join Teamster team

Organizing activity has increased over the past few months at Local 350 with victories at Green Team, San Jose, and separate petitions filed at Allied Newby Island for the equipment operators and for the clerical workers. "Bringing new members into the Local is a real priority for me," said Secretary Treasurer Bob Morales. "It brings union wages and conditions to workers who need them and it builds the power of all members in the Local."

In September, the 28 sorters at Green Team San Jose voted to be represented by Local 350. "As usual, the company put out negative information about the union, so we had a tougher fight than necessary. Sorters do a dangerous and dirty job with low pay and no representation. They stuck together and voted for the union and now they are negotiating their first contract," explained Organizer Solon Castillo.

Two groups at Allied Newby Island want union

The Local is working with two different groups of workers who want to join the union at Allied Newby Island in San Jose. Currently, an election is scheduled for November 29 among the 27 equipment operators. "We know the employer will try everything to stop this unit from going union," said Castil-

lo. "We're making sure we visit every worker to talk to them about the union and answer all of their questions."

The house visits have shown that Allied gives wage increases to some people and not to others. "Some workers told us that for five years they didn't get a wage increase, but with the election approaching, the company has tried to buy off some of them by promising them raises. We don't think this will work because the workers are saying 'but what about the next increase?' It just shows that Allied plays favorites and that's why this group of workers really needs a union," said International Organizer Juanlucio Reyes.

Clerical workers at Newby Island also contacted the local to join the union. "The workers said that they are the only island of non-union workers surrounded by Teamster 350 members. They want the security of a union contract with guaranteed wage increases and job security. They know Allied will make it hard for them to get a union but these workers are ready—they know what's at stake," said Solid Waste Division Campaign Coordinator Shannon O'Keeffe. An election has not yet been scheduled for this group.

Local 896

Anheuser-Busch employees donate holiday food boxes as "families helping families"

On Saturday, November 17, about 100 Local 896 members and friends got together at the Anheuser-Busch Fairfield warehouse to sort food into gift boxes to give to 120 families in



The "Families Helping Families" organizing committee, shown after the group prepared 120 gift boxes of food.

need. Their effort is not new; for the past 21 years, brewery employees have run "Families Helping Families," which is now an employee-run charity funded through United Way payroll deductions.

Now-retired Teamster member Bill Stewart formed the organization in 1986 and is still active. Tony Garcia is the current chair.

"We started off trying to do something for the community," explained

Local 896 Vice President Kevin Kohler. "This year, we will provide three boxes of food, including all the fixings for a Thanksgiving feast, to 120 families. We'll also give gift cards for food to 50 seniors." The group has

also set up volunteer days at the Boys & Girls Club as well as sending money to the San Diego Red Cross following the recent fires. "It's gotten stronger and stronger every year," Kohler added.



News from Local 70

70 Hegenberger Road, Oakland, CA 94621

December 2007/January 2008

Phone 510-569-9317

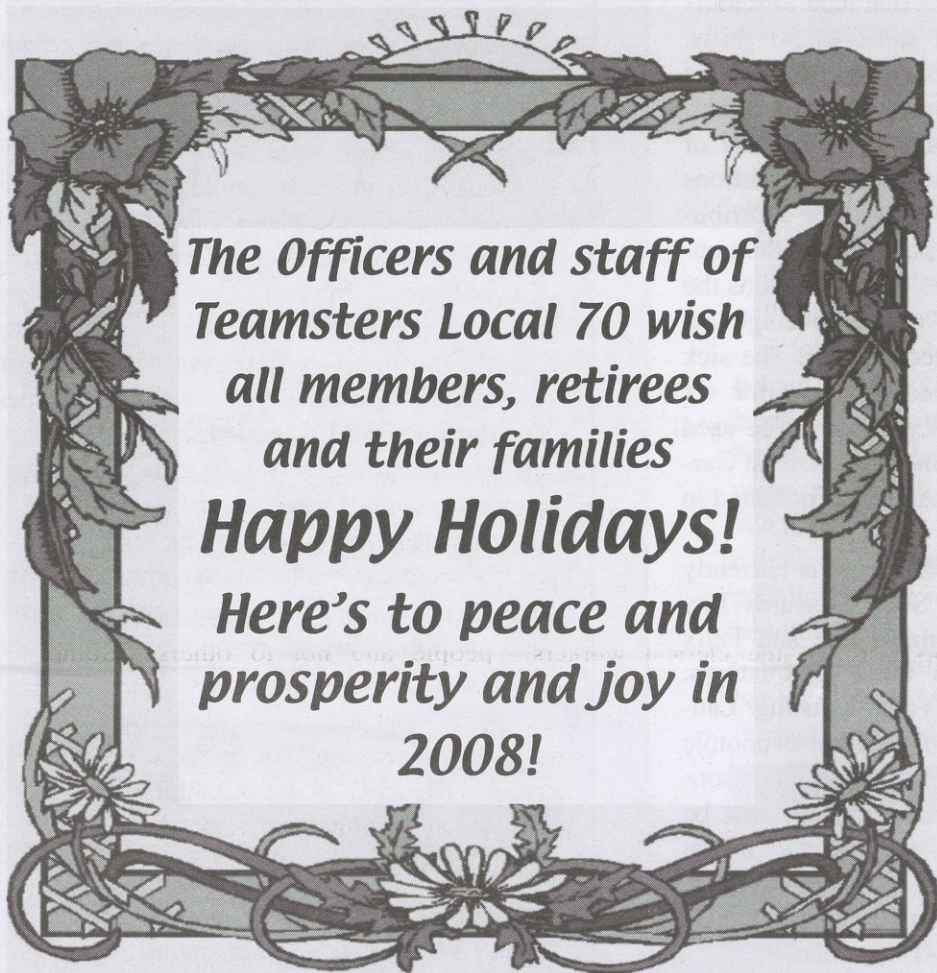
Executive Board

Chuck MackSecretary Treasurer
Joe SilvaPresident
Milton LewisVice President
Rob DiasRecording Secretary
Larry AielloTrustee
Tim MosierTrustee
Felix MartinezTrustee

Business Agents

Bob AielloBob Bell
Dominic ChiovareLawrence Dias
Martin FratesLou Marchetti

Luis MagallonConductor
Jim DavisWarden



Cross-border trucking takes another hit

In mid-November, the House of Representatives passed a transportation spending bill that includes a ban on funding the Bush Administration's favorite scheme—cross-border trucking. The Senate will consider the legislation shortly and is expected to pass the same bill.

Bush has stated that he will veto the legislation. We will see. If he does, he jeopardizes transportation funding for the entire country. "I think it's a stupid move, but we've seen stupid before from this President," said Secretary-Treasurer Chuck Mack. "Why does Bush fight so hard for a plan that Jim Hoffa, Teamster President, described as 'dangerous and illegal,' a plan extremely unpopular with the American public as poll after poll has shown?"

Cross-border trucking is also

unpopular with Congress, which has voted several times to stop funding and put an end to the program.

"It will be interesting to see if Congress has the votes and the courage to override a presidential veto," said Mack. "We hope for the best and prepare for the worst. Local 70 and the IBT have both filed suit to block the program if the legislative solution fails."

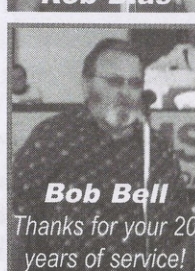
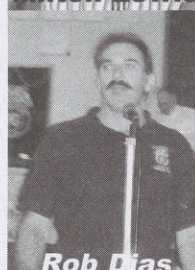
Local 70, the IBT, Sierra Club and other groups submitted briefs in support of the lawsuit in early November. Oral arguments have tentatively been set for February.

"We'll be there," Mack advised, "We may have been denied the emergency injunction we sought earlier this year but we are comfortable with our position and expect the courts to rule favorably."

Trustees' election goes to mail ballot Local officers and business agents elected by 'white ballot'

Local 70 members re-elected the union's officers and business agents for three-year terms when they held their nominations meeting on November 3. Congratulations to the following officers and business agents—because they were the only nominees for their position, they are considered elected by "white ballot."

Officers



Joe Silva, President
Chuck Mack, Secretary-Treasurer
Milton Lewis, Vice President
Rob Dias, Recording Secretary
Bob Aiello, Business Agent
Dominic Chiovare, Business Agent
Larry Dias, Business Agent
Marty Frates, Business Agent
Lou Marchetti, Business Agent

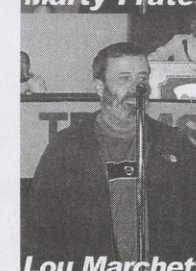
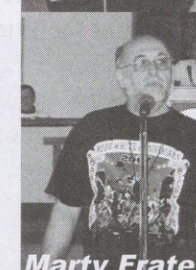
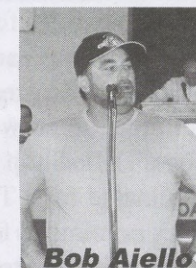
Four people accepted nominations for the three trustee positions which means an election must be held. The candidates include the three current trustees and a shop steward. The candidates are:

Larry AielloFelix Martinez
Bob MartinezTim Mosier

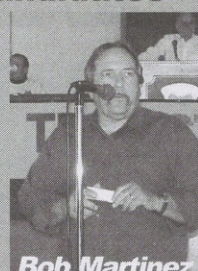
Current Business Agent Bob Bell declined his nomination for another term, as he is looking forward to retirement after working for the union for more than 20 years.

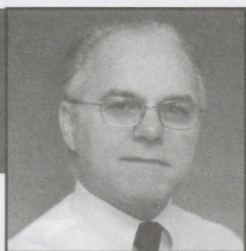
At presstime, the ballots for this election are in the mail and the candidates are working to drum up support. The ballots will be counted on December 6.

Business Agents



Trustee Candidates





President's Report

Joe Silva

Leadership team re-elected by acclamation

Local 70 nominations and elections

On Saturday November 3, Local 70 conducted nominations for officers and officials for the 1/1/08-12/31/10 term of office. This ritual takes place every three years.

I was nominated for President, Milton Lewis was nominated for Vice President, Chuck Mack was nominated for Secretary Treasurer and Rob Dias was nominated for Recording Secretary. No other candidates were nominated for these four positions. In accordance with the IBT constitution, we were re-elected to our respective positions.

Incumbent Business Agents Bob Aiello, Dominic Chiovare, Larry Dias, Marty Frates and Lou Marchetti were nominated for the five Business Agent positions. No other candidates were nominated for Business Agent, and in accordance with the IBT constitution, the five incumbent Business Agents were re-elected.

All of the Officers and Business Agents who were elected at the nomination meeting expressed their gratitude to the membership for their vote of confidence.

Nominations for Trustees included three incumbent Trustees and a Shop Steward nominee. Incumbent Trustees Larry Aiello, Tim Mosier and Felix Martinez were nominated for Trustee positions. DHL Shop Steward Bob Martinez was also nominated for a Trustee position. With four candidates nominated for the three Trustee positions, an election is required.

There has been a spirited campaign in the Trustee's race. With only the Trustee race in contention, the focus has been intense. All of the four nominees have campaigned vigorously for the three Trustee positions.

The outcome of the Trustee's race awaits the counting of the ballots on December 6, 2007. The membership ultimately makes the decision and the democratic process delivers the outcome.

Organizing UPS Freight

Over the last ten months, Business Agent/Organizer Bob Aiello has been building a solid foundation with the drivers and dock workers employed at the Fremont Motor Cargo and Hayward Overnight facilities.

In September, UPS merged these two companies to form what is now UPS Freight. UPS also merged three locations—Benicia, Fremont and Hayward—into a break bulk facility in San Leandro. The new UPS Freight facility in San Leandro now employs more than 200 workers.

With the help of the International Union, Aiello and others have been working with the employees at the San Leandro facility. Aiello's goal is to develop active employee committees within this UPS Freight facility. Now that the UPS National Agreement is in place, Aiello can begin the organizing process. There is still much to do. We are confident that this organizing drive will take center stage.

Contracts in the paper industry

Business Agent Dominic Chiovare has been in contract negotiations with two of our major paper companies; Unisource, Pleasanton and Xpedx.

Chiovare concluded and our members ratified the five year agreement with Unisource, Pleasanton. This agreement leads the industry in wages, benefits and conditions. Shifts that lead to seniority were modified from 70 shifts to 50 shifts. Wages increased \$.20 per hour every six months for the duration of the agreement. Pension contributions increased \$.10 per hour per each year of the agreement. Health and welfare contributions are split—the employer pays 90% of the contribution rate and the employees pay 10% of the contribution rate. Importantly, the contract retains the twelve month health and welfare coverage for employees off on work related injuries. The sick leave provision was modified to allow for six (PTO) personal time off days per year to be used with a two hour call notice. Shop Steward Isi Garcia and Business Agent Bob Aiello participated in these negotiations.

Business Agent Dominic Chiovare is currently in negotiation with Xpedx. Shop Stewards Ray Guptil, Jackie Wilson, Lorenzo Perez and Felix Wilson are participating in these negotiations. Business Agent Bob Aiello is also assisting. Language issues have been concluded but economic issues await further meetings. Chiovare is reasonably confident that the economic issues will be addressed favorably. Wages, pension and health and welfare are all key economic issues. Chiovare does not anticipate a labor dispute and expects a negotiated settlement in early December.

UPS ratification

On October 20, 2007 UPS part-time and full-time employees assembled at the ILWU auditorium for an update on the Teamsters UPS National Master Tentative Agreement and the UPS Northern California Supplement. Secretary Treasurer Mack and Business Agent Marty Frates reviewed each of the documents.

Chuck asserted that the agreements provide written protection and opportunities, and recommended that our members approve the tentative agreements. Business Agent Frates indicated that the full-time wages were good, but part-time wages were not as they should be. Frates indicated that the three-year progression rates were too long. Both Mack and Frates stated that the economic package was excellent, with wage rates and pension contributions increasing dramatically during the term of this agreement. Moreover, health and welfare benefits are protected under a maintenance of benefits provision.

Both agreements were ratified by our members. The Teamsters UPS National Master Agreement was ratified as well. Our negotiators, Marty Frates and Chuck Mack, deserve much of the credit.

Political Action Report by Lou Marchetti

The Teamsters would like to thank Congressman Pete Stark for speaking out against the Peru Free Trade Agreement. The first two paragraphs of his speech summarize his position well:

"I rise in opposition to a Peru Free Trade Agreement that is neither free nor fair. Much like the North American and Central American Free Trade Agreements, this agreement will hurt both working families and the environment."

Building on the Bush Administration's framework for CAFTA, it promotes the offshoring of high-wage American manufacturing jobs by removing many of the risks firms face when relocating to Peru in pursuit of cheap labor...."

Stark then urged his colleagues to vote NO on the Agreement. Unfortunately his colleagues didn't listen, including many California Democrats that we support. The bill passed 285 to 132.

Upon hearing the results of the vote, General President Hoffa put out a statement denouncing its passage. "American workers deserve more from their political leaders than one disastrous trade agreement after another. It makes absolutely no sense for Congress to pass another trade bill when the dollar is in free fall because of the trade deficits we're piling up."

It's a sad state of affairs when we support politicians that then vote against us on core labor issues. It has become a full time job reminding these electeds that the

Organizing Report by Bob Aiello

Teamsters Local 70 has been assisting the USF Red-daway Western Region organizing campaign.

Earlier this year, Teamsters Local 150 successfully organized Sacramento's USF Bestway. However, when Bestway and Reddaway merged, it backed the required majority for union recognition.

The persistence of the Teamsters paid off. Additional time was granted to acquire the necessary pledge cards for recognition.

Working under a limited time frame, Secretary Treasurer Chuck Mack called upon Teamster Locals 63, 70,

Former Fleming Foods Fremont follow



Putting congressmembers who vote against working people on notice

Teamsters and labor got them into office in the first place.

Maybe they could learn something from former-Arkansas Governor and Republican Presidential Candidate Mike Huckabee who said at a recent debate:

"The most important thing a president needs to do is make it clear that we're not going to continue to see jobs shipped overseas, jobs that are lost by American workers, many in their 50's, who for 20 and 30 years have worked to make a company rich and then watch as a CEO takes a \$100 million bonus to jettison those American jobs somewhere else. That's criminal - it's wrong."

It's time to turn up the heat and hold our congressional representatives accountable. Listed below are the names and office phone numbers of five local congressmembers who voted against us and for the Peru Free Trade Agreement.

We urge you to call them and let them know that voting against labor and for big business is unacceptable. Tell them it's time to get their priorities back in order, and that if working families and American jobs aren't number one, we'll find candidates who believe they are.

Anna G. Eshoo (D-14) Palo Alto 650-323-2984
Sam Farr (D-17) Salinas 831-424-2229
Mike Honda (D15) Campbell 408-558-8085
Zoe Lofgren (D-16) San Jose 408-271-8700
Ellen Tauscher (D-10) Walnut Creek. ... 925-932-8899

Locals join together for organizing victory

439, 490, 848 and 952 to join the campaign. They did and the joint effort proved successful. Local 150 filed for recognition with the company in late November.

A very special thanks goes out to the employees of USF Reddaway, Oakland and Benicia. They worked very hard on this campaign because they recognize that achieving union density in our area will benefit all union members.

Local 70 is very proud of our new Teamsters. As time draws short, the campaign rolls on.

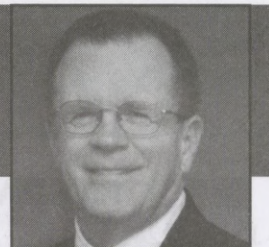
Mont folks find fun at reunion function



In October, Floyd Simoni (first on left-back row) and his wife, Ginnie, hosted a Fleming Foods Fremont reunion in San Mateo. The reunion was well attended and everyone had a great time recounting the past and catching up with one another's lives since the company closing in 1989. Thank you Floyd and Ginnie for your generosity and hard work and bringing everyone together for a great BBQ and a fun time.

Secretary-Treasurer's Report

Chuck Mack



We continue to negotiate excellent contracts

Teamster UPS accord

Agreement was reached with UPS on a new five-year contract in late September. Settlement did not come easy—it took nine months of hard, on-again off-again bargaining.

The final product is a good one. It's the largest (national contract) economic settlement in Teamster history. It also provides increased job security and maintains current health and welfare and pension benefits for members and their families.

The NorCal Supplement was also a winner. Marty Frates chaired the talks. As is normally the case, bargaining for NorCal was intense. We got settlement at the eleventh hour. The language changes will help clarify the rights and benefits of our members and some additional economic gains will make life easier.

I joined the talks during the final weeks and helped fend off the company's attempt to shift health care costs to our members. UPS wanted health and welfare co-pays for full timers and the company plan for part timers. Our position—NO WAY. They got the message. The final package continues Teamster health care for both full- and part-timers and requires the company to maintain benefits for the life of the agreement.

Members ratified the agreement in mid-November by a wide 65%-35% margin. The pact will run through August 31, 2013.

UPS Freight, too

Approval of the UPS package contract opens the door to organizing UPS Freight (formerly Overnite Transportation and Motor Cargo). The company is operating a 200-person terminal in San Leandro.

We're ready to go. Bob Aiello has already built worker committees and support for the Teamsters is strong. It won't be easy, but with a focused effort and member help, we can win.

Freight and DHL

National Freight and National DHL bargaining occupied most of October. Both sets of talks are challenging. The freight industry has been impacted by a slowing economy. Yellow/Roadway and ABF aren't crying "poor mouth" but say they're hurting. DHL argues that it needs to follow the UPS model if it's going to be competitive.

Bob Bell and I have represented the Local in both negotiations. As it was at UPS, health and welfare is a major issue.

In spite of the hurdles there's been some progress, but there's much more to do. DHL bargaining renewed at the Rider level in November and will continue this month. Freight reconvened in late November. After a December recess, they will meet again in January.

Election 70

Nominations for office were held in early November and for the first time in the Local's history,

Business Agents ran uncontested.

By acclamation, members elected Marty Frates, Larry Dias, Dominic Chiovare, Lou Marchetti and Bob Aiello. At the Executive Board, President Joe Silva, Vice President Milton Lewis, Recording Secretary Rob Dias and I also had no opposition.

The contested office is Trustee. Bob Martinez of DHL is challenging current Trustees Tim Mosier, Larry Aiello and Felix Martinez. The election will be by mail, with ballots counted in early December.

Thank you!

I want to thank our members for affording me the opportunity to serve as Secretary-Treasurer for another three years. I'm as excited and enthusiastic as I was when first elected three decades ago. We have a great Local, a great membership, and we're definitely on the move.

I promise not to assume election by acclamation translates into personal infallibility. I'll continue to work hard and deliver the best I can for our members and their families.

Short notes...

Western Conference of Teamsters Pension Trustees increased the accrual for calendar year 2008. It will go from current 1.65% to 2.65% for members with twenty years or more and to 2.00% for members with less than 20 years. That's a significant increase.

If you have a question on what it means in dollars, contact the Western Conference Pension Trust or talk with your Business Agent or me. Trustees also decided to give pre-1985 retirees or their spouses a 13th check. Participants will receive \$540; spouses \$450.

If you are wondering why Bob Bell was not re-elected, it's because he didn't run. Bob will retire at the end of this term. We're not going to miss him—he'll continue as Joint Council 7 Freight Coordinator and have an office at the Local. Bob is a valuable and great resource for Locals and members, and we can't afford to lose him completely. On behalf of our office staff, officers, officials and members, I want to congratulate and thank him for his 20 years of service and the many miracles he performed.



May all of you & your families have a wonderful, fulfilling and safe Christmas and New Years.

Teamsters Local 70 2008 MEETING SCHEDULE

GENERAL MEMBERSHIP MEETINGS

January 24	4th Thursday 7:00 p.m.
February 28	4th Thursday 7:00 p.m.
March 8	Saturday 10:00 a.m.**
April 24	4th Thursday 7:00 p.m.
May 22	4th Thursday 7:00 p.m.
June 14	Saturday 10:00 a.m.**
July–August	Meetings suspended for Summer
September 13	Saturday 10:00 a.m.**
October 23	4th Thursday 7:00 p.m.
November 18	Tuesday 7:00 p.m.
December 13	Saturday 10:00 a.m.**

****Membership Meetings follow immediately after the Saturday Steward Council Meetings.**

STEWARD COUNCIL MEETINGS

March 8	Saturday 8:00 a.m.
June 14	Saturday 8:00 a.m.
September 13	Saturday 8:00 a.m.
December 13	Saturday 8:00 a.m.

SICK BENEFIT MEETINGS

2nd Tuesday of the Month

Call for more information: 800-243-1350 or 510-569-9317

Unless notified otherwise, all meetings are held at Teamsters Local 70.

For updates between newspapers, go to the Local 70 Website: www.teamsterslocal70.org

What's new?

Visit the site frequently for current announcements as new information is posted on a regular basis.

In Memoriam Local 70 Obituaries

BEARDSLEY, Russell, August 16	LEWIS, Milton W., September 19
DEYOUNG, Jacob, August 13	MORGAN, Harold R., October 2
HINCH, Henry, September 21	NETHERY, Rodney, October 12
HURST, Randall, October 15	

Did you move? Tell us your new address!

Don't miss out on important information distributed to members by mail—give Local 70 with your new address and telephone number. We offer three easy ways to update your address:

- ▲ **By Phone:** Call Local 70 at 800-243-1350 or 510-569-9317
- ▲ **By Internet:** Submit form online at www.teamsterslocal70.org
- ▲ **By Mail:** Send in a completed Status Change Form (obtain from your Shop Steward).

Local Union 70, City of Oakland, CA International Brotherhood of Teamsters TRUSTEES REPORT

SEPTEMBER 2007

INCOME

Membership Dues	\$191,895.13	Contributions	450.00
Initiation and Re-initiation Fees	9,155.38	Benefits Paid	46,504.66
Withdrawals and Transfers	3.50	Funds for transmittal	185.00
Assessments & Fines	442.00	Refunds-Dues	170.00
Non-member fees	1,767.00	Office and Administrative	34,547.23
Funds for transmittal for members	254.50	Legal Fees	5,597.38
Other Receipts (Schedule A)	24,919.58	Taxes	7,713.51
Mandatory Drug Test	49.90	Meeting and committee expenses	617.41
Total Income	\$228,486.99	Strike Expense	440.89

EXPENSES

Salaries	\$85,242.53	Auto expenses	5,291.82
Expense allowances	7,650.00	Out of town travel expenses	6,551.79
Per capita tax	57,249.34	Other expenses (Schedule B)	2,267.14

Total expense	\$260,478.70
Net income	(\$31,991.71)

STATEMENT OF ASSETS & LIABILITIES As of September 30, 2007

Assets	Sept. 30, 07	August 31, 07	\$ Change
General Fund-Checking Acct.	(139,508.37)	(80,441.63)	(59,066.74)
Petty Cash	850.00	850.00	0.00
General Fund-Savings Acct.	14,316.47	14,264.89	51.58
General Fund-CD	5,462,655.51	5,440,451.14	22,204.37
Cash in Special Funds	33,250.01	33,172.88	77.13
Land	0.00	0.00	0.00
Buildings	0.00	0.00	0.00
Office Furniture/Equipment	22,452.96	22,452.96	0.00
Other Assets	200,000.00	200,000.00	0.00
Total Assets	\$5,594,016.58	\$5,630,750.24	(\$36,733.66)
Liabilities & Equity			
Credit Cards/B of A	0.00	5,229.69	(5,229.69)
Payroll Liability	1,310.00	822.26	487.74
Long Term Liabilities: Obligations	0.00	0.00	0.00
Total Liabilities	\$1,310.00	6,051.95	(\$4,741.95)
Equity			
Opening Balance Equity	5,735,968.53	5,735,968.53	0.00
Net Income	(143,261.95)	(111,270.24)	(31,991.71)
Total Equity	\$5,592,706.58	\$5,624,698.29	(\$31,991.71)
Total Liabilities & Equity	\$5,594,016.58	\$5,630,750.24	(\$36,733.66)

SCHEDULES

Schedule A—Other Receipts

Sale of Supplies	158.00
Membership Application Fee	10.00
Interest-General Fund checking	15.72
Interest-Citizens Funds	51.58
Interest-Washington Mutual Savings	0.46
Interest-McM Funds	22,204.37
Interest-ULB Sick Benefit Fund	76.67
Reimbursements/Other Receipts	2,256.78
Difference in Fees	(54.00)
Joint Council 7 Reim for Secty	200.00
Total Income	\$24,919.58

Schedule B—Other Expenses

Sick Benefit Payments	1,240.00
Checks uncollected & returned	342.00
Building Maintenance	35.00
Pest Control Services	120.00
Gardening Service	325.00
Drug Test	205.14
Total Other Expenses	\$2,267.14

**For Local 70 members who are sick or hurt.
We want to hear from you—you may have benefits coming.**

SICK BENEFIT FUND

Monthly Meetings—2nd Tuesday at 7:30 p.m.

1-800-243-1350 or 510-569-9317

To be eligible for Sick Benefits, claims must be filed at Local 70's office within thirty (30) days of disability. Also, dues for the previous month must have been paid on time.

Sick Benefit Fund Bylaws, Section 4: A member depositing an Honorable Withdrawal Card or Transfer Card, or who is reinstated, shall not be eligible for any disability benefits due to injury sustained or illness suffered within a six (6) month period after said Card is deposited, or after said reinstatement; that is, there will be no liability for payment of benefits for any disability having its inception during the six (6) month period. All claims must be filed within thirty (30) days after the date of eligibility. All claims must be filed previous to transferring from Local No. 70.

THE LOCALS

Local 665

San Francisco Tow Yard

After long negotiations with the City of San Francisco and Auto Return, 45 workers at San Francisco's tow yard and customer service center finally have a good contract and improved benefits. The agreement includes substantial wage improvements, health benefits, the Western Conference of Teamsters Pension and SIP 401-K and union protections, all patterned after the Local 665 parking agreement.

According to Local 665 President Mark Gleason, these workers had the support of Teamster and Change To Win (CTW) labor leaders during their multi-year struggle to gain the security of a union contract. "The organizing drive actually began with the previous operator, and fortunately, a Local 665-backed City Ordinance required that these workers be retained by Auto Return when this company won the city contract," said Gleason. "The unanimous 'yes' vote at ratification was a welcome conclusion to this story."

Gleason singled out Teamsters Joint Council 7 Secretary-Treasurer Bob Morales and CTW-affiliated UNITE-HERE Local 2 President Mike Casey for special recognition.

Local 665 welcomes new bus, tow and parking workers



Local 665 members at Auto Return ratified their first contract by 100%. (L to R) Ricardo Aguirre, Hilario Reyes, Athena Newman, Will Evans, Ernesto Castro, James Rosales, Oracio Urbina and Peter Ofoli.

"Brother Morales was instrumental in our negotiations with San Francisco government officials. And Brother Casey, as an appointed director of the agency that oversees the tow contract, put his reputation on the line, insisting that these workers enjoy the protections of a neutral card-check agreement during the organizing drive. We are grateful to both of these men," Gleason said.

Shuttle and parking members in San Jose

An agreement implemented in October between Local 665 and CTW-affiliated SEIU Local 1877 aims to resolve jurisdictional disputes and realign cross-industry memberships.

The agreement has already resulted in new Teamster membership for more than 300 shuttle bus and parking workers in San Jose. These new Teamsters will continue to enjoy the protections of their current contract,

with an eye toward gaining improvements in the coming months and years.

Local 665 Secretary-Treasurer Ernie Yates stressed the importance of the merger for both old and new parking and shuttle members. "The parking and shuttle bus industries are becoming consolidated by large, multi-national companies. Adding Santa Clara to our current jurisdiction of San Francisco and San Mateo will further enable us to protect small bargaining units from being overwhelmed by ever-expanding corporations," said Yates.

The Santa Clara County jurisdiction includes members employed by ABM industries, Veolia/Shuttleport and Central Parking Systems. "Organizing will be a top priority in San Jose. We can't look for improvements

without growing the membership," Yates added.



Local 665 Vice President Edward Carter greets new members Napoleon Legaspi, Emebet Ergetie, Saleh Ibrahim and Anastacio Pato at their San Jose worksite

Local 853

After two years of organizing, mobilizing, fighting a union-busting campaign, winning an election and slogging through tough negotiations, the drivers at Reliable Trucking finally ratified their first union contract by an 84% margin on October 7. The company is headquartered in Concord, and the drivers work throughout Northern California.

"Reliable is the largest construction-related trucking company that the Teamsters have organized in decades, and we welcome the 120 new members who drive for this company. We hope this will be the spark that starts a resurgence of Teamsters driving construction gravel, dirt, and powder up and down the highways," said Local 853 Secretary-Treasurer Rome Aloise. "We now have a tool to use to organize the rest of these companies and bring them back to the

Drivers at largest construction-related trucking company finally get contract after 2-year battle



Reliable drivers join Local 853 after ratifying their first contract in October.

Teamsters—where they belong."

The company opposed the union organizing campaign every step of the way. They would not accept the union pledge cards signed by 70% of their

drivers and forced an NLRB election. They utilized a notorious union-busting firm to harass, bribe, make promises to and intimidate the drivers. And even after the mail ballot election

strongly favored union representation, the company filed objections to the election to delay the process.

Finally, after more than a year of legal maneuvering, in April, 2007, the company called Aloise to request an "off the record" meeting where they offered to start negotiations. In September, a tentative agreement was reached.

The two-year agreement puts in place all of the basics of a union contract, including a grievance procedure, job protections, vacations, and provisions for health and welfare and pensions.

"We see this contract as a first step," Aloise said. "In the next few years, we will work to organize other companies so that Reliable is not the only union company. Then when it comes time to renew the contract, we'll get an even better deal for our members."

For updates between newspapers, go to the Joint Council 7 Website: www.teamstersjc7.org

TEAMSTERS JOINT COUNCIL 7

Executive Board

Chuck Mack—President
Steve Mack—Vice President
Robert Morales—
Secretary-Treasurer
Rome Aloise—
Recording Secretary
Ernie Yates — Trustee
Carlos Borba — Trustee
Franklin Gallegos — Trustee



Delegates' Meetings:

The regular delegates' meetings are held the first Tuesday in February, April, June, August, October and December.

Please note: The Bulletin Board is included in the paper only once each year, in the Feb/March issue. We print address and meeting changes on an ongoing basis.

Reminder

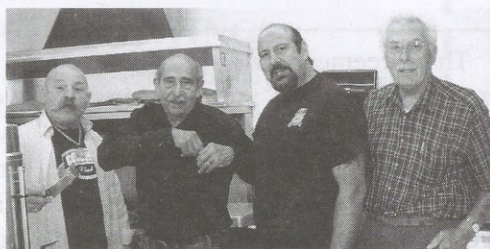
General meeting notices were posted in the February/March issue of this paper. For meeting dates and locations, refer to that notice or call your Local:

70	..... 510-569-9317	624	..... 707-542-1292
78	..... 510-889-6811	665	..... 650-991-2102
85	..... 415-344-0085	853	..... 510-895-8853
278	..... 415-467-0450	856	..... 650-635-0111
287	..... 408-453-0287	890	..... 831-424-5743
315	..... 925-228-2246	896	..... 707-644-8896
350	..... 650-757-7290	912	..... 831-724-0683
490	..... 707-643-0387		

Retiree Club Meeting Notices

East Bay Teamsters Retiree Club

Meetings will now be held every third Saturday of the month at Teamsters Local 70 Hall, 70 Hegenberger Road, Oakland at 11 a.m. A wine raffle is held prior to lunch. Come and enjoy a few hours with your fellow Teamsters. Member dues \$26 yearly (spouses included and welcome).



East Bay Retirees Club Executive Board members cook for the club. (L to R) Charlie Scarano, Ernie Freitas, Gary Freitas, Charlie Irizerilla.

Ernie Freitas, President

Teamsters Local 278 Retirees Club Picnic



(L to R) Gene Fambrini, Rico Bertini, George Sestak, Gino Pettinari, Club President John Casaccia, Rich Rodriguez and Bob Silva.

On September 21, 2007, the Teamsters Local 278 Retirees Club met for their Annual Picnic at Coyote Point Park in San Mateo. Rich Rodriguez served as "head cook" and everyone enjoyed Italian sausage, pasta and salad.

Festivities included music and raffles, with gift certificates as prizes. Many thanks to the Retiree Club wives for all their help.



BULLETIN BOARD

— Meeting changes only —

Local 665

Due to the Christmas Holiday, the December Membership Meeting will be held Thursday, December 20th, 6:00 p.m. at 295 89th St., Suite 306, Daly City, CA.

Ernie Yates, Secretary-Treasurer

Local 912

Due to the Christmas Holiday, the December General Membership meeting will be held Thursday, December 27th, 12 Noon and 7 p.m., at the Local, 22 E. 5th St., Watsonville.

Brad Sebring, Secretary-Treasurer

APPLY NOW



CONTACT
YOUR LOCAL FOR AN APPLICATION

In Memoriam

Joint Council 7 officers extend condolences to the family and friends of the following Teamster members who died recently

Local 70

BEARDSLEY, Russell
DEYOUNG, Jacob
HINCH, Henry
HURST, Randall
LEWIS, Milton W.
MORGAN, Harold R.
NETHERY, Rodney

Local 78

KAAPRO, Sylvia

Local 85

FANNING, Harry
GRAVES, Robert
HENNESSY, James
SMYTH, Bernard

Local 287

BOTHILL, Chester H.
BOUTTE, Arsene
BYERS, Robert
DELACUEVA, Michael D.
DUNN, Bob
GOLDEN, John
IACONIS, John L.
MCAFEE, Daniel P.
MURPHY, Alexander L.
OLIVERIA, Anthony R.
OSBAN, Eugene
RAWLUK, Anna
REEDER, Richard E.
ROE, Otto N.
THOMAS, Russell J.
VENEGAS, Olive

WILGER, Bart W.
WORTH, Bobby L.

Local 302/853

VALDEZ, Lee

Local 315

CRITTENDEN, James

Local 484/490

HENEISE, Harry
KANE, Harry
MOLOSSI, Ted
PODSAKOFF, Nick
RUSSO, James
VELVET, Joseph

Local 490

EUTROPIUS, Cornelis J.
FRANKS, Johnny
STRILER, David

Local 665

LINK, Glenn
LUCAS, Charles, Jr.

Local 853

GALVAN, Ramona

Local 856

ABAYA, Adelina
LOCKLAIR, Frances
NG, Tun

Local 860/853

FONSECA, Oscar

Local 890

ARIAS, Mercy
CULLIGAN, William J.
GUIZA, Lucy
LITTLEJOHN, Donald W.
NUNEZ, Victor E.
MERRITT, George
REYES, Antonio
REYES, Purita
STREFF, Francis
VALDEZ, Roberto G.
VANDERPLUYM, Wayne D.



JOINT COUNCIL 7 ORGANIZING

Training of volunteer organizers quickly reaps benefits

By PILAR BARTON
Joint Council 7 Strategic Organizer

One of the greatest opportunities for the Joint Council 7 organizing program is to harness our existing strength by training current members to organize. Rather than hire a team of organizers, in May, Joint Council 7 brought me on board, in part to train members to serve as volunteer organizers.

Joint Council 7 local leaders have been key in supporting the organizer training effort. The first Locals to sponsor trainings for their members were Local 912, Local 70, and Local 890. The series of half-day trainings focused on the fundamentals of organizing—from choosing a strategic target to getting the first contract, and everything in-between.

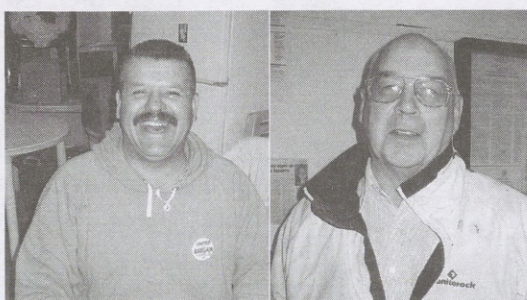
Making the training real

One volunteer organizer at Local 912 is taking what he learned to research a strategic target and identify potential leaders among the workers at that facility. We are confident that, with this volunteer organizer's train-

ing, his first organizing effort will be a success and they will be able to get to a first contract. JC7 Organizing will give the Local the support they need through every step of the process.

After several Local 70 volunteer organizers completed five sessions of organizing training, they immediately used their skills to help neighboring Local 78 brilliantly thwart a hostile attempt by a rogue employer, Horizon Beverage, to pressure workers into forsaking their union membership.

Two other Local 70 volunteer organizers are now heading up a Media Watchdog committee. This committee will work to assure a Teamster presence in the media to raise community awareness about who we are and the work we do. They are also forming a "Rapid Re-



Nacho Garcia (L) and Brad Storm are volunteer organizers working on the Graniterock campaign.

sponse Team" to respond to any inaccurate portrayals of the Teamsters or of unions.

Yet another Local 70 volunteer organizer is working to implement a

"Labor in the Schools" program. The curriculum has been developed and contacts made within the local school districts that support our program.

Organizing for bargaining

Over the past few months, I have been working with Local 853 to develop an internal volunteer organizing committee at Graniterock. This group of six members has worked tirelessly on a campaign to pressure their employer to bargain in good faith. The committee has developed a multi-pronged plan that includes building a coalition of community allies, civil disobedience, working with the media, forming a committee of sup-

portive family members, online petitions, legal leverage campaigns and several other methods to bring their employer back to the bargaining table. These same workers will assist with organizing a neighboring competitor in their area.

Local 890 has completed one segment of the series of organizing trainings and has a second training scheduled. They will be assisting Local 853's committee in organizing non-union competitors to Graniterock.

This collective hard work and long hours have already delivered impressive results. JC7 Organizing now has rank-and-file volunteer organizers initiating strategic external drives, complimented by internal mobilizing within the industries they work in.

In the coming months I will conduct trainings with more locals and will continue to mentor our volunteer organizing team to pursue ongoing organizing drives or begin new ones.

If you are interested in getting involved, talk to your Business Agent or call me at 415-467-7768.



SACRAMENTO REPORT

Across the board, Governor vetoes all union-backed legislation

By Barry Broad
Calif Teamsters Political AC

When the clock struck midnight on October 15, 2007 and Governor Arnold Schwarzenegger put down his pen, hardly a bill sponsored by organized labor was left standing. He even vetoed some bills that were not opposed by the employer community. The message was loud and clear: stop sending me this stuff.

Here are some of the bigger bills that never made it off the Governor's desk.

Teamster-sponsored bills

SB622 by Senator Alex Padilla, (D-Van Nuys), would have created enhanced sanctions for "willful" misclassification of employees as independent contractors. While having a "worthy goal," the Governor thought that this bill would "ultimately contribute to a negative perception of California as having an inhospitable business climate."

SB942 by Senator Carole Migden, (D-San Francisco), would have helped injured workers get the training and education they need to get back in the

workforce by enhancing the Supplemental Job Displacement Benefit. The Governor vetoed this bill saying that the "procedures for the issuance of vouchers are too vague and will encourage litigation."

Health Care Legislation

AB8 by Assembly Speaker Fabian Nunez, (D-Los Angeles), was the Democrat's version of health care reform. The Governor didn't like the employer mandate (or at least one that cost 7.5% of payroll rather than the zero to 4% that he favors), the lack of an individual mandate, and the more generous subsidies for the working poor. Health care reform is on life support in a special session of the Legislature—with on-going hearings, a last minute deal is still possible.

Locked-out employees

AB504 by Assembly Member Sandre Swanson, (D-Oakland), arose out of the southern California lockout of supermarket workers in 2004. One employer pled guilty to a criminal offense in connection with hiring striking workers using false social security

numbers (which would have made the remaining locked-out workers eligible for unemployment insurance benefits). AB504 would have made employees whole financially in a situation where an employer was convicted of a crime related to the lockout. The Governor thought there were "sufficient remedies" under current law.

Farm worker unionization

SB180 by Senator Carole Migden, (D-San Francisco), would have given farm workers the right to union representation using a "card check" system of union representation under the Agricultural Labor Relations Act.

Sacramento insiders speculated that the Governor would sign the bill because First Lady Maria Shriver strongly supported the measure. In the end, the Governor nixed the bill, arguing that card check "limits the opportunity for employees to hear and consider other viewpoints [besides the union's] on unionization." Several unions were privately concerned that the sponsors of the bill had made too many concessions and that it would

conflict with the federally-proposed and union-supported Employee Free Choice Act.

Employment contracts

AB1043 by Assembly Member Sandre Swanson, (D-Oakland), would have made it unlawful for an employer to require an employee, as a condition of employment, to agree to litigate all claims under the laws of another state (presumably the one most favorable to employers). The Governor vetoed this one as an offense to the right of parties to "freedom of contract."

Indoor heat

AB1045 by former Assembly Member Laura Richardson, (D-Long Beach), would require Cal OSHA to adopt a standard to protect workers from being exposed to excessive heat indoors. Two years ago, amid media stories about farm worker deaths due to heat stress, the Governor signed a bill requiring Cal OSHA to develop regulations governing outdoor heat exposure. Unfortunately, the second time was not a charm and the Governor vetoed the bill.



NEWS FROM TAP

Warning: energy drinks may contain alcohol

Seizing an opportunity to market alcohol to the youngest part of the market, the two largest brewing companies in the U.S. are capitalizing on the trend among young drinkers to use energy drinks as mixers with hard liquor. They are advertising and distributing so-called energy drinks containing caffeine and other natural stimulants combined with alcohol ranging from 3.2% to 7%. That makes these drinks between 6.4 and 14 proof—higher than beer or most wine.

This summer, the attorneys general of 30 states wrote a letter to Alcohol and Tobacco Tax and Trade Bureau administrator John Manfreda urging the agency to stop alcohol manufacturers from making misleading health-related statements when advertising alcoholic beverages that contain caffeine and other stimulants. The letter targets Sparks and Sparks Plus drinks, BudExtra, Liquid Charge and Liquid Core.

The aggressive marketing campaigns claim the alcoholic energy beverages increase a person's stamina or can have an energizing effect. Clearly aimed at young drinkers, BudExtra's advertising slogan, "You can sleep when you're thirty." The ads, however, fail to mention the "potentially severe, adverse consequences of mixing caffeine or other stimulants and alcohol," the attorneys general said.

The attorneys general also requested an investigation into the makeup of

alcoholic energy drinks and other flavored malt beverages to determine whether, based on the percentage of distilled spirits contained in the drinks, they are properly classified as malt beverages under federal law. The malt beverage classification enables cheaper and broader sale of these drinks, making them more readily available to young people than distilled spirits.

In the April issue of *Alcoholism: Clinical & Experimental Research*, Brazilian researchers studied the effects of combining alcohol with Red Bull. They concluded that combining alcohol and energy drinks reduce the drinker's ability to accurately estimate how drunk they really are.

One researcher warns that mixing alcohol with energy drinks might predispose people to abuse alcohol when its depressant effects—or at least the perception of such effects—are masked.

Another researcher concluded, "The implications of these findings are that this association of alcohol and energy drinks is harmful rather than beneficial, as believed by consumers. Especially because those individuals who combine alcohol and energy drinks, believing they are less impaired, are actually at an increased risk for problems such as automobile accidents."

If you think alcohol problems are going to decrease any time soon, think again!

Combining alcohol and energy drinks reduce the drinker's ability to accurately estimate how drunk they really are.



YOUR LEGAL RIGHTS

NLRB issues a series of anti-worker decisions

From the Law Office of
Beeson, Tayer & Bodine

Turning its back on the National Labor Relations Act's goal of protecting "the right of employees to organize and bargain collectively," the National Labor Relations Board issued several decisions at the end of September that further undermine worker rights.

Perhaps its most radical decision was to reverse a nearly 40-year old case that protected newly-formed bargaining units from immediate threat of decertification where the union

obtained recognition through a procedure called "voluntary recognition."

For years, workers have successfully unionized through voluntary recognition—where an employer agrees to recognition once the union shows that a majority of workers have signed cards authorizing the union to represent them. The old rule provided a period of stability for unions to be free from decertification challenges for a reasonable period of time to allow the parties to bargain fairly. Now the Bush Board has decided to allow a minority of employees (as few as 30 percent) to petition for an election to decertify the union for 45 days after recognition, during the vulnerable early stages of collective bargaining.

Adding insult to injury, the decision also requires unions and employers to notify the NLRB in writing after vol-

untary recognition and to post a workplace notice about the newly created immediate right to petition to decertify.

Organizing efforts were also attacked in a decision that stripped protection from certain types of union organizers. Sometimes known as "salts," these organizers play an important role

in policing non-union companies by applying for jobs and uncovering hiring discrimination against those who would support a union. Salts also play a critical role in organizing because they have better access to employees and are

able to organize from inside the workforce of a non-union employer.

The Board has decided that salts are now a disfavored class of applicants and will allow employers to test an applicant's level of "actual interest" in going to work for an employer before hiring for the purpose of screening out the salts.

Other Board decisions damaged the ability of unions to enforce subcontracting clauses in collective bargaining agreements and granted more latitude to employers in the areas of employee surveillance, striker replacements, and the use of meritless lawsuits to harm unions.

Clearly, the Bush Board fully intends that its lasting legacy will be a rollback on the rights of employees to organize and of unions to represent their members.

The Bush Board fully intends that its lasting legacy will be a rollback on the rights of employees to organize and of unions to represent their members.

Summary Annual Report: TEAMSTERS LIFE WITH DUES BENEFIT PLAN

This is a summary of the annual report of the Teamsters Life With Dues Benefit Plan (EIN 91-1691238, Plan No. 501), for the year beginning January 1, 2006 and ending December 31, 2006. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The Plan has a contract with LifeWise Assurance Company to pay life, accidental death, and dismemberment claims incurred under the terms of the Plan. The total premiums paid for the plan year ending December 31, 2006 were \$2,351,347.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the Plan, was \$15,401,849 as of December 31, 2006, compared to \$16,183,365 as of January 1, 2006. During the plan year, the plan experienced a decrease in its net assets of \$(781,516). This decrease included unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the begin-

ning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$1,792,184, including employer contributions of \$780,561, realized loss of \$(124,843) from the sale of assets, and earnings from investments of \$1,136,466.

Plan expenses were \$2,573,700. These expenses included \$269,591 in administrative expenses and \$2,304,109 in benefits paid to participants and beneficiaries.

Your Right to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed at right are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Transactions in excess of five percent of the plan assets;
5. Insurance information including sales commissions paid by insurance carriers; and
6. Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Board of Trustees for the Teamsters Life With Dues Benefit Plan, 14675 Interurban Avenue South, Suite 107, Tukwila, WA, 98168, (206) 441-3151. The charge to cover copying costs

will be \$4.75 for the full annual report or 25¢ per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan, 14675 Interurban Ave. South, Suite 107, Tukwila, WA, 98168, (206) 441-3151, and at the U.S. Dept. of Labor in Washington, D.C., or to obtain a copy from the U.S. Dept. of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Dept. of Labor, 200 Constitution Ave., N.W., Washington, D.C. 20210.

NOTICIA IMPORTANTE PARA HISPANOPARLANTES

Usted puede obtener informacion y ayuda en Espanol, si no entiende ingles, tocante de los beneficios y reglas del Plan. Pongase en contacto con la oficina y pregunte para que le ayuden, Board of Trustees for the Teamsters Life With Dues Trust Fund, 14675 Interurban Avenue South, Suite 107, Tukwila, WA 98168.